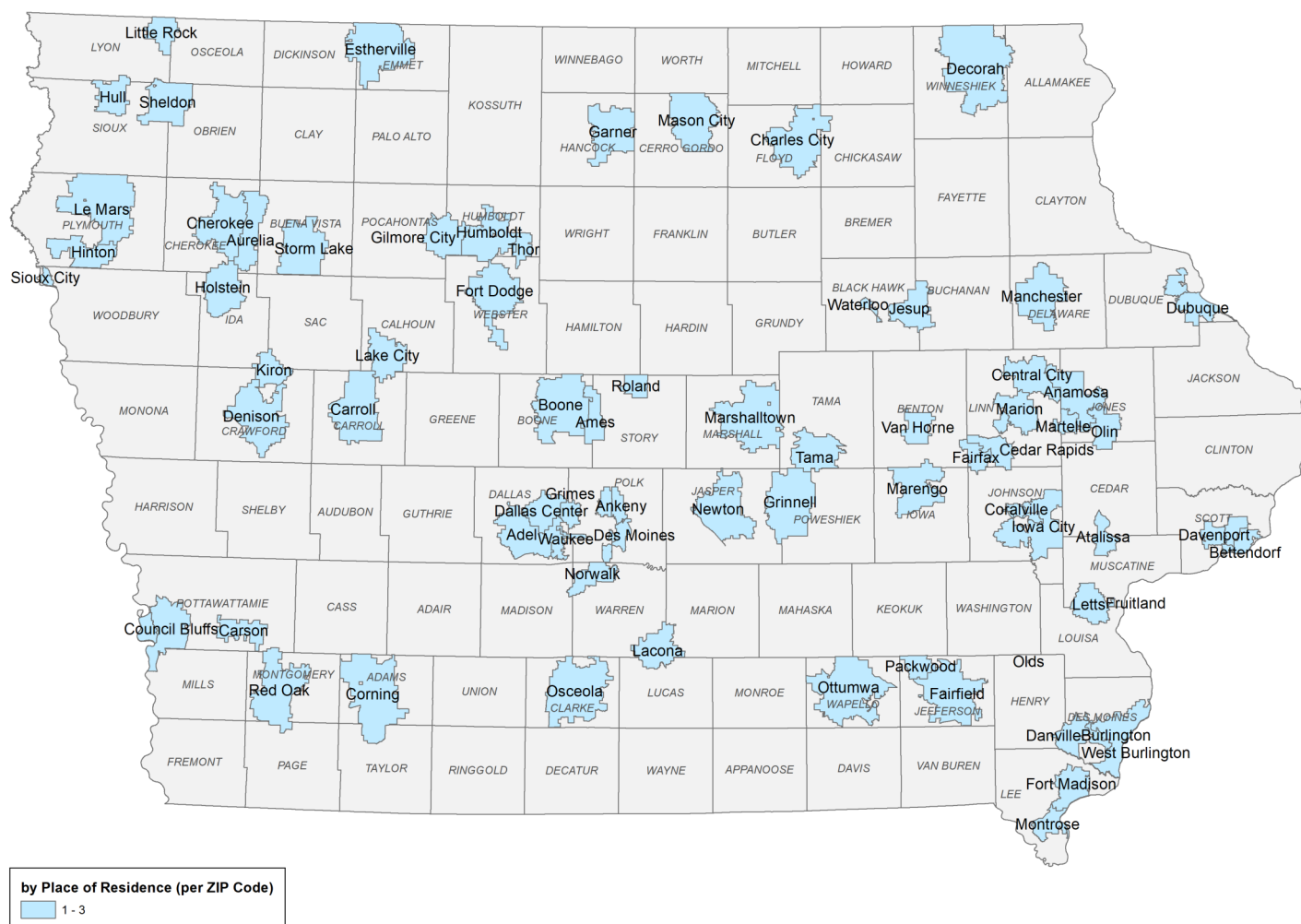


LABOR CHARACTERISTICS

COMMUNITY & SOCIAL SERVICE

STATE OF IOWA LABORSHED AREA

CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA WITH TRANSFERABLE EXPERIENCE/SKILLS BY PLACE OF RESIDENCE



Workers who have transferable experience/skills in the industry are currently commuting an average of 15 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 28 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE STATE OF IOWA, IA LABORSHED, CONTACT:

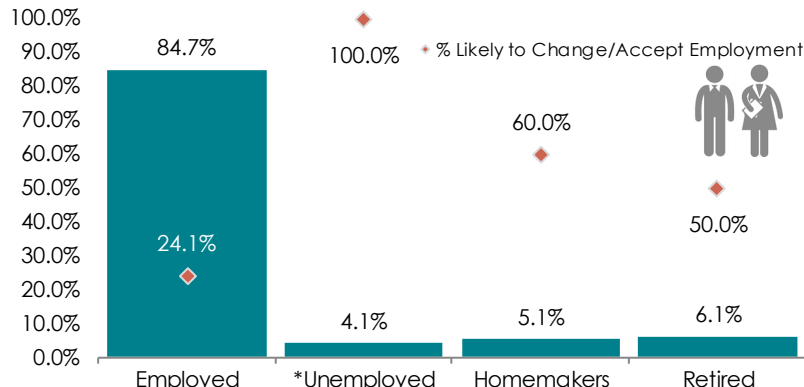
LABOR CHARACTERISTICS

COMMUNITY & SOCIAL SERVICE

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Child, Family, & School Social Workers - 14.29%
- Clergy - 13.27%
- Community & Social Service Specialists, All Other - 9.18%
- Counselors, All Other - 7.14%
- Directors, Religious Activities & Education - 1.02%
- Educational, Guidance, School, & Vocational Counselors - 13.27%
- Healthcare Social Workers - 5.1%
- Marriage & Family Therapists - 1.02%
- Mental Health & Substance Abuse Social Workers - 1.02%
- Mental Health Counselors - 1.02%
- Probation Officers & Correctional Treatment Specialists - 1.02%
- Religious Workers, All Other - 4.08%
- Social & Human Service Assistants - 16.33%
- Social Workers, All Other - 7.14%
- Substance Abuse & Behavioral Disorder Counselors - 5.1%

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 0.0%
- Low income - 0.0%
- Mismatch of skills - 2.0%
- Total - 2.0%

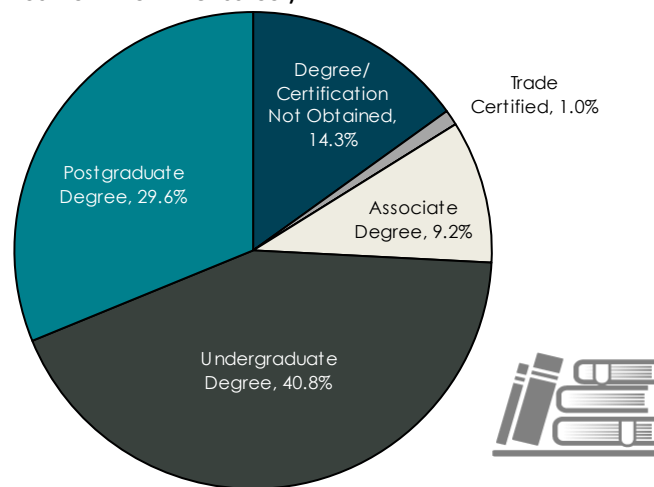
(Individuals counted only once when estimating Total Underemployment.)

EMPLOYMENT STATS:

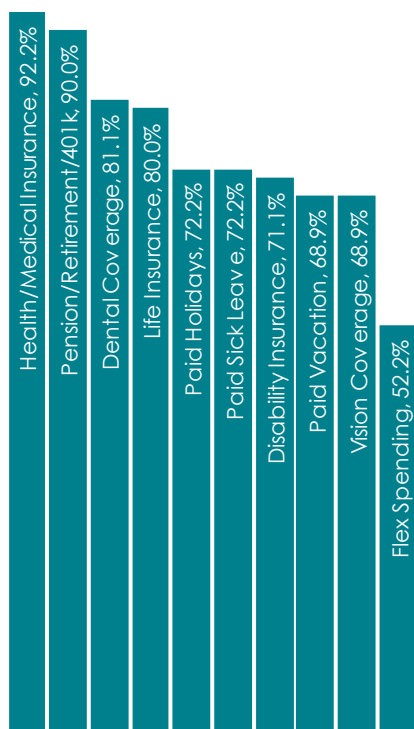
- 58.8% paid an annual salary
- 87.8% are/were employed full-time
- 12.2% are/were employed part-time
- 5.2% are/were self-employed
- 12.0% hold two or more jobs
- Currently working an average of 43 hours/week

EDUCATIONAL LEVEL:

(94.9% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 57.0%
 - www.indeed.com
 - www.linkedin.com
 - www.monster.com
 - www.teachiowa.gov
- Private Employment Services - 22.6%
- IowaWORKS Centers - 22.6%
- Networking through friends, family or acquaintances - 20.4%

WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 62.1%
- Cross-training - 55.2%
- Job sharing - 48.3%
- Varied shifts - 35.7%
- Temporary work - 41.9%
- Seasonal work - 35.5%



LABOR CHARACTERISTICS

COMMUNITY & SOCIAL SERVICE

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Child, Family, and School Social Workers	21-1021	\$21.50	\$12.87	\$25.82	\$18.87	\$44,722
Clergy	21-2011	\$23.82	\$17.66	\$26.90	\$23.19	\$49,541
Community and Social Service Specialists, All Other	21-1099	\$17.86	\$11.22	\$21.18	\$16.92	\$37,157
Community Health Workers	21-1094	\$18.29	\$13.50	\$20.69	\$17.54	\$38,050
Counselors, All Other	21-1019	\$19.24	\$12.02	\$22.84	\$15.40	\$40,009
Directors, Religious Activities and Education	21-2021	\$24.64	\$13.96	\$29.97	\$21.40	\$51,243
Educational, Guidance, School, and Vocational Counselors	21-1012	\$26.27	\$17.87	\$30.47	\$25.81	\$54,645
Health Educators	21-1091	\$26.28	\$17.36	\$30.73	\$25.89	\$54,653
Healthcare Social Workers	21-1022	\$24.69	\$19.00	\$27.54	\$24.92	\$51,363
Marriage and Family Therapists	21-1013	\$25.97	\$13.77	\$32.08	\$23.75	\$54,028
Mental Health and Substance Abuse Social Workers	21-1023	\$22.87	\$15.14	\$26.74	\$21.58	\$47,578
Probation Officers and Correctional Treatment Specialists	21-1092	\$33.83	\$25.44	\$38.02	\$34.43	\$70,363
Rehabilitation Counselors	21-1015	\$17.46	\$11.55	\$20.41	\$14.52	\$36,310
Religious Workers, All Other	21-2099	\$14.08	\$8.13	\$17.06	\$11.22	\$29,286
Social and Human Service Assistants	21-1093	\$16.84	\$11.08	\$19.72	\$15.68	\$35,028
Social Workers, All Other	21-1029	\$29.55	\$19.01	\$34.82	\$32.12	\$61,461

The 2019 Iowa Wage data for the State of Iowa Laborshed area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. The source of the wage and employment data is based on the May 2018 OES estimates. Additional occupational wage and employment data can be found at www.iowalmi.gov/laborshed.